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AUTHOR: TSHINGOMBE TSHITADI CURRICULUM

Title Career Discovery and Mentoring Framework for Technical and Vocational Education Author Tshingombe Tshitadi Fiston Transdisciplinary Curriculum Architect | Technical Educator | LMS Strategist Affiliations: St Peace College, DHET, City Power, SARB, Sci-Bono Scope This framework addresses the systemic integration of career discovery, mentoring, and trade readiness within Technical and Vocational Education and Training (TVET). It spans curriculum design, policy compliance, safety protocols, and engineering-specific career mapping. Abstract This publication presents a modular framework for embedding career discovery and mentoring into TVET curricula. It introduces thematic chapters that guide educators, assessors, and institutional leaders in aligning learning outcomes with trade readiness, safety compliance, and professional development. The framework supports digital portfolio creation, policy auditing, and curriculum reform across engineering and technical disciplines. Overview The document is structured into four thematic modules:

1. Career Discovery & Orientation
2. Curriculum Integration & Trade Outcomes
3. Safety, Policy & Compliance
4. Engineering & Technical Professions Each module includes practical models, policy frameworks, and assessment tools designed to scaffold learner progression from orientation to credentialed trade outcomes. Description This casebook serves as both a curriculum development guide and a mentoring toolkit. It supports: • Career expos and simulation-based learning • Trade outcome mapping and mentoring research • Safety protocols for educators and learners • Engineering career pathways and facility-based teaching It is designed for use in institutional audits, educator training, and digital portfolio deployment. Keywords TVET, career mentoring, trade outcomes, curriculum integration, safety compliance, engineering education, digital portfolios, policy auditing, lifelong learning, credential scaffolding Data Analysis • Mapping curriculum modules to SAQA/NQF descriptors • Benchmarking trade outcomes against WA codes • Evaluating mentoring impact through learner progression metrics • Portfolio artifact diagnostics for LMS integration Advantages • Modular, standards-aligned curriculum framework • Supports digital credentialing and open-access publishing • Enhances educator capacity and institutional compliance • Promotes learner agency through career discovery and mentoring Disadvantages • Requires institutional buy-in for full implementation • Demands educator training in portfolio and policy systems • Initial setup may be resource-intensive for underfunded institutions Investigation • Comparative analysis of mentoring models in African TVET systems • Policy gap diagnostics in career readiness frameworks • Integration of engineering-specific career pathways into national curricula Discovery • Identification of scalable career mentoring pathways • Development of digital casebooks for trade assessment • Alignment of safety protocols with labour law and assessor standards Conclusion The Career Discovery and Mentoring Framework offers a transformative approach to TVET reform. By

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